

Oct 9, 2018

To: Patrick Kenney

From: Lawrence Krauss

RE: Conciliation Agreement

I received only today from the President a copy of the conciliation committee recommendation, along with his instructions to come to try to come an agreement with you on the basis of that document by close of business tomorrow. This timeframe seems very short, given that my understanding from the committee report is that you are not empowered to set the conditions on the relevant terms they have indicated have, in principle, been agreed upon.

I have agreed to a possible conciliation because I believe it is in the interests of all parties that we negotiate a settlement. As I have made clear, I believe there is no justification for dismissal of a tenured faculty member on the basis of the largely spurious and false claims that I addressed in my appeal document. Once again, none of my students, faculty colleagues, postdoctoral researchers, or a single participant in my many Origins Projects events has launched a complaint against me here. I recognize that going through the appeals process and the legal process following it will drag on for some time, be costly for everyone—financially and otherwise. I also recognize that independent of the facts, at this point the University would prefer me to leave, and I now find little left to induce me to remain at ASU. Thus, I am willing to retire early.

1. The earliest I would prefer to retire at the end of May, 2019, when I turn 65. However, if the other details are agreeable, I would consider retiring effective Dec 31, 2018.

2. The University ends my administrative leave effective immediately and reinstates my normal status with the understanding that I will be primarily working from Portland, with periodic travel to Phoenix for research meetings and arrange my office there.

3. There is a consideration of emeritus status, and the possibility of retaining my office and my assistant for some number of years following retirement.. I would suggest 2 years.

4. I was planning not to retire until the age of 72 at least, as my divorce agreement indicates that I will pay my ex-wife alimony equal to approximately half of my ASU salary until that time. I am required to pay this amount to my ex-wife until I am 65 regardless of my job status. Thus, retirement in December 2018 would require me to lose 7.5 years income, and independent of that to pay approximately \$60K to my ex wife until the end of May 2019. As a reasonable compromise I would ask for a retirement monetary package equal to 3 years of my 2017-2018 12 month salary of \$335K/yr, plus the lost income I experienced as a result of the University putting me on administrative leave and sending out a press release to this effect in March. That amount has been calculated to be \$265K and includes lawyers fees required because of lack of cooperation from OEI during their investigation. This total is \$1.27 million dollars.

5. A University statement with the following content, although the exact wording is negotiable:

"None of Prof. Krauss' students, faculty colleagues, or postdoctoral researchers during his time at ASU has issued any complaints against Prof. Krauss, nor were there complaints raised by any of the many participants in his Origins Project events over the past decade. The University recognizes and appreciates the significant contributions to teaching, research, and public outreach at ASU that Prof. Krauss has made over the past decade. University investigation uncovered no substantiated violations of University policy warranting further sanctions against him involving ASU faculty staff or students. A separate University investigation did conclude that there was a likely violation of University Policy during the taking of a 'selfie' photograph at a private event at a Skeptics meeting in Australia in 2016. The anonymous individual in the photograph did not file a complaint but a complaint was filed by a bystander. While Professor Krauss continues to dispute the claim, the University has not reopened their investigation at this time. Because the University has chosen to terminate the Origins Project, which, along with establishing the now-flourishing Cosmology research program in the Physics Department and the School of Earth and Space Exploration, were the key leadership initiatives that attracted him to ASU, he has decided to retire from ASU effective xxx, and will continue to carry out his research, writing, and outreach activities elsewhere after that. He will remain as a regular tenured faculty until his retirement. ASU acknowledges the difficulties the University's procedures over the past year have caused for his professional and private life, and Prof. Krauss understands the University's need to seriously address all allegations they receive. "

rest of community not safe.. due process and due diligence not protect.. real procedures.. truth seriously.. equal rights.. not pushed around by media fueled frenzy. Protect rights of employees... Take seriously.. truth as well as accusations.. protect our own faculty.. moral high ground

never met an accusation she didn't like..

protect against both sides.

Lots of similarities with Kavanaugh.. angry mob. Agenda.. innocent till proven guilty.. rule of law. Protecting individuals against attacks with agenda.

Investigation .. didn't ask to interview males.. discrimination at play

Safe place for everyone.. accused as well as accusers..

Will become clear.. not a safe place for anyone. Students.. prospective faculty... And they should...

Look at the democrats.. What can they do now to stem it?